



# CUMBERLAND COUNTY NORTH CAROLINA

## Cumberland County Diversity, Equity, and Inclusion (CCDEI) Advisory Committee

### Charter

#### **Vision**

The Cumberland County Diversity, Equity, and Inclusion (CCDEI) Advisory Committee will help create and promote a culture that celebrates the diversity of our workforce and community, incorporates equity in all aspects of the work we do, and strives to be as inclusive as possible.

#### **Mission**

The mission of the CCDEI Advisory Committee is to foster an environment that attracts the best talent, values diversity of life experiences and perspectives, and advances the County's mission and goals that enrich our community.

#### **Purpose**

The CCDEI Advisory Committee will advise and guide County government to ensure integration of diversity, equity, and inclusion with the County's mission, operations, strategies, and business objectives as we serve the community with P.R.I.D.E.

#### **Definitions**

***Diversity:*** The range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, socioeconomic status, physical ability or attributes, religious or ethical values systems, national origin, political beliefs, and cultures. Diversity means more than just acknowledging and/or tolerating difference. It is a set of conscious practices that seek to understand and appreciate the interdependence of humanity, cultures, and the natural environment.

***Equity:*** Ensuring that everyone has support and access to the resources needed to be successful and identifying and eliminating barriers that have prevented the full participation of communities most impacted by systemic oppression. Equity differs from equality. Equality refers to treating everyone the same but does not necessarily lead to equitable outcomes because diverse communities have diverse needs and have faced varying obstacles and inequities.

***Inclusion:*** Ensuring that people of all backgrounds, identities, abilities, perspectives, and beliefs have an equal opportunity to belong, achieve, and contribute to the organization. An inclusive institution promotes and sustains a sense of belonging; it values and practices respect where all people are recognized for their inherent worth and dignity, talents, beliefs, backgrounds, and ways of living.

### **Membership Criteria**

Members will be selected by County Management from among regular, full-time employees who express interest in participation and who have approval from their Department Head after review of application responses, current workload, and job performance. When considering membership, all efforts will be made to reflect a diverse group of employees, taking into consideration race, ethnicity, gender, age, department and job classification.

### **Executive Steering Committee**

An Executive Steering Committee shall be formed for the purpose of administrative oversight of the CCDEI Advisory Committee. The Executive Steering Committee shall be composed of members of the County Management Team.

### **Subcommittees/Ad Hoc Committees**

In the course of its operations and for the benefit of task or initiative completion, the CCDEI Advisory Committee may create standing subcommittees and/or ad hoc committees as it deems necessary and appropriate. Such subcommittees and/or ad hoc committees may include CCDEI Advisory Committee members, other employees of Cumberland County Government who are not CCDEI Advisory Committee members, internal and/or external subject matter experts, or some combination thereof.

### **Responsibilities**

The following are the responsibilities of the CCDEI Advisory Committee:

- Review Cumberland County Government programs, policies, and initiatives, including strategic action plans, reports, and policy statements, and make recommendations to County Management and the Board of County Commissioners, in support of diversity, equity, and inclusion in the workplace
- Develop, monitor, and update an organizational diversity, equity, and inclusion Strategic Plan focused on advancing said initiatives in the areas of policy, training, staff recruitment and retention, internal operations and community outreach/engagement
- Bring best practices, data and research to develop clear Strategic Plan metrics and track progress and outcomes
- Develop and support initiatives and goals aimed at promoting diversity and inclusion in Cumberland County Government
- Serve as representatives of a cross section of county employees who can express ideas, advise and make recommendations related to diversity, equity and inclusion to the Executive Steering Committee

- Support the County Manager in other appropriate ways to foster an atmosphere of acceptance, inclusion, equity, and diversity in Cumberland County Government
- Support Cumberland County Government Department Heads, Managers and Supervisors in their efforts to enhance and promote diversity in their respective departments
- Provide periodic reports of its goals and progress to the Board of County Commissioners, County Management, all employees and to the public
- Identify new and emerging issues that can impact a diversity, equity and inclusion culture

### **Authority and Accountability**

The CCDEI Advisory Committee will recommend actions, under the conditions of the charter, to the Executive Steering Committee. If recommended actions are approved, the County Manager will direct appropriate individuals or departments to carry out the actions.

The CCDEI Advisory Committee will submit annual summaries of actions to the Executive Steering Committee.